



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Mussa

**Respondent:** Al-Khair Foundation

**Heard at:** Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE  
By video link

**On:** 23 May 2023

**Before:** Employment Judge Adkinson sitting alone

## Appearances

**For the claimant:** In person

**For the respondent:** Mr Sutton, Consultant

## JUDGMENT

After hearing from the parties, it is the Tribunal's judgment in relation to each and all claims for disability discrimination (all forms), for harassment related to disability and for victimisation that

1. each claim was presented out of time. It is not just and equitable to extend time. The Tribunal therefore lacks jurisdiction to hear and determine them, and so
2. Each and all claims are dismissed.

---

Employment Judge Adkinson

Date: 23 May 2023

JUDGMENT SENT TO THE PARTIES ON

30<sup>th</sup> June 2023

.....  
FOR THE TRIBUNAL OFFICE

## Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.